

D101.106/3:
39/7

recruiter
JOURNAL
The Army's recruiting professional magazine since 1919

September 1986



Back to Basics



Command Call

Question: We have a TTE recruiter who is on half mission. Is he required to put in one I-III A person or can he put in a GSB instead?

Maj. Gen. Ono: Every recruiter must put one GSA into the Army each month. Every month. We owe the Army no less than that.

Question: The Air Force has sold the "Air Force Community College" as a major incentive. Why don't we sell the "Army Community College" and all that the name implies?

Maj. Gen. Ono: The Army has a super program called "Reaching for Excellence." It's available to soldiers and family members worldwide and offers high school completion to doctoral degrees. You can see it's broader than a "community college." There are some RPIs that describe our program. Use it because it's great.

Question: My battalion is supplementing the Production Management System by requiring me to make two appointments a day and conduct one appointment a day. Why are they changing what I thought was a Command requirement?

Maj. Gen. Ono: PMS was designed to ensure mission box success and is based on the minimum amount of daily prospecting needed to make box. Different stations, zones or



recruiters may require an increased amount of prospecting. If your commander sees that mission is not being made even though the minimum requirements of PMS are being met, then he or she must increase your prospecting requirements.

Question: How much does the recruiter ring cost?

Maj. Gen. Ono: The man's ring costs \$190; the woman's is \$147. By the way, the gold badge costs \$2.10, sapphire stars are \$1.37 and gold

stars are 25¢ each.

Question: I work in a one-room recruiting station, how does the Army's new smoking policy apply to me?

Maj. Gen. Ono: The Army policy states that smoking is prohibited in DA-occupied space except within designated smoking areas. The intent of this policy is to recognize the rights of smokers and nonsmokers alike, yet make nonsmoking the norm.

The Recruiter Journal solicits your comments and questions for the Commanding General and the Command Sergeant Major. Please send them to: United States Army Recruiting Command, ATTN: Recruiter Journal, Building 103, Ft. Sheridan, IL 60037-6020. Or call: (312) 926-3918 or (AUTOVON) 459-3918.

ALLEN K. ONO
Major General, USA
Commanding

On Our Cover: New recruits await the issue of their new uniforms at the reception station.

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VOLUME 39

NUMBER 7

SEPTEMBER 1986

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Operation Bold Bridge

The operation was a resounding success!

Reception Station

Welcome to the Army.

Basic Training

Your first steps as a soldier.

One Station Unit Training

Training as a team.

Drill Sergeants

They'll make a soldier out of you.

Recruiter/DI Affiliation

Program being tested now.

ROTC Recruiting

ROTC and USAREC working together.



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USAREC Today

Reserve Strength at Record High

The active Reserve forces of the U.S. set a record in size last year, rising in strength by four percent and surpassing 1959's previous record level of 1,006,600.

The record is even more impressive considering qualified individuals in 1959 could choose enlistment in the Ready Reserve in lieu of two years compulsory service in the active component.

The strength of the Selected Reserve, men and women assigned to combat and support units and Individual Mobilization Augment positions that would be mobilized immediately in the event of war, as of September 30, 1985 was 1,088,100. This is an increase of 42,200 Reservists (or four percent) since September 30, 1984.

The Reserve Components enlisted 232,400 people during fiscal 1985, said Defense Secretary Caspar

Weinberger. Four of the seven Reserve components (including the Army Reserve) met or exceeded their overall recruiting objectives.

As part of a general trend in the active duty forces, "the quality of the active Reserve continued to improve, with 88 percent high school graduates compared to 85 percent in FY84," Weinberger added.

Other components of the active Reserve forces, in addition to the Army Reserve and the Army National Guard are the Air Force Reserve, the Naval Reserve, Marine Corps Reserve, the Air National Guard, and the Coast Guard Reserve.

Another 467,000 people are in the Individual Ready Reserve, a pool of manpower comprised of individuals not assigned to units. □

recruiter JOURNAL

The Army's recruiting professional magazine since 1979

Maj. Gen. Allen K. Ono
Commanding General

Lt. Col. John F. Cullen
Chief, Public Affairs

Sherry Edwards McHone
Editor

Jim Hansen
Donna McMillin
Assistant Editors

Len Trzeciak
Art Director

Sgt. Victor Dunker
Staff Photographer

Correspondents:

Melanie McNutt **Mary Auer**
Jackson Rctg Bn Cincinnati Rctg Bn

Pat Davis **Jan Ferlisi**
San Antonio Rctg Bn St. Louis Rctg Bn

SUBMISSIONS AND SUBSCRIPTIONS:

Material submitted for publication is subject to staff editing. Byline credit will be given all articles and photographs published.

DEADLINE - Photos and articles due first of each month three months prior to publication.

Phone: Commercial (312) 926-3918
Autovon: 459-3918

Recruiter Journal (USPS 305-870), published monthly by the Office, Chief Public Affairs, U.S. Army Recruiting Command Building 103, Fort Sheridan, Illinois 60037 Second class postage paid at Highland Park, Ill., and additional mailing offices. Postmaster; send address changed to: Commander, U.S. Army Recruiting Command, ATTN: Editor, Recruiter Journal, Ft. Sheridan, Ill. 60037-6020 Use of funds for printing of this publication was approved by the Secretary of the Army on 19 February 1985 in accordance with the provisions of AR310-1. Views and opinions are not necessarily those of the Department of the Army.

Promotion Sequence Changed

Beginning with promotions from the March sergeants first class list, soldiers were promoted by order of MOS requirements versus promotion by date of rank only.

That means soldiers in MOSs with a shortage of sergeants first class will be promoted sooner than soldiers in balanced or overstrength MOSs. The entire process is done via a computer model, which promoted from the bottom up.

Promotable staff sergeants whose primary MOS is OOR are among those who will benefit from the new system, as there is currently a shortage of E-7 OORs.

MOSs with the most critical shortages will be allowed to promote more of their prospective sergeants first class sooner in the year than other MOSs without shortages. When the understrength MOSs catch up to the balanced MOSs, promotions will continue again at a proportionately even rate. Overstrength MOSs will be forced to promote their NCOs at a slower rate until the understrength MOSs catch up.

Date of rank will still be used to determine the order in which individuals will be promoted, but sequence numbers will be assigned within MOS rather than Army-wide.

All NCOs from one year's promotion list will be promoted before any NCOs from following years' lists, regardless of the strength of their MOS. □

Army Theme Stressed Ads Feature "Values"

1986 has been proclaimed "The Year of Army Values."

This particular theme choice emphasizes the desired attributes of effective leaders and professional soldiers. Among the many virtues highlighted by this theme are loyalty, duty and personal responsibility.

All of these soldierly traits and more are featured in a new reenlistment advertisement. Army leaders will see themselves depicted in the ad as motivators, mentors and managers.

In a recent move by the Enlisted Programs Branch, Office of the Deputy Chief of Staff for Personnel, troop leaders of the Army become the subject of the first of a series of

advertisements beginning in September 1986 which tells officers and NCOs that the soldiers they supervise are "Yours to Keep."

The "Yours to Keep" ad will be the first of a series of ads which will serve to remind leaders that despite the many incentives to reenlist, the organizational environment in which they work and train is the most influential factor that soldiers consider in their decision to reenlist.

The ad, which will begin appearing in the fall issues of "Army Times", "Army" magazine, and military post newspapers, stresses that keeping good soldiers in the Army is part of every leader's job. □

OER Warning Given

Signing a blank officer evaluation report could be the career equivalent to signing a blank check. While perhaps not as expensive as the latter, the impact on your career can be costly indeed.

Army regulation requires officers to verify the accuracy of all parts of their own OERs. The officer's signature in part IId indicates that he or she has reviewed the form and that its information is correct.

Despite the regulation's requirement—and what seems to be just plain common sense—many officers continue to sign blank forms. That, of course, reduces the chance of catching errors before the reports are received by MILPERCEN.

Career branch managers report

that this unfortunately widespread practice most often affects such report areas as the administrative data, found in part I; designated rating officials, part II; and the Army Physical Fitness Test and height and weight entries in part IV.

Left uncorrected, the errors could cause the officer serious problems when viewed by a promotion or selection board.

The practice has also unnecessarily increased MILPERCEN's workload. When errors are discovered, the rated officer must prove that the error should be corrected. Such administrative appeals require extra efforts to establish how or why the officer signed the OER and was unaware of the error. □

Thanks, Sarge!

*PFC Sonya Hill
Fort Hood*

"Be All You Can Be."

That slogan has stared me in the face for as long as I can remember, but I never really paid attention to it.

See, I'm the youngest of two children and grew up in the small town of Rush Springs, Okla. That's where I graduated from high school.

Joining the Army was the last thing I thought I'd ever do. Straight out of high school, I went to college on an academic scholarship, and was much too busy living a typical college life to think of anything else. I had things pretty easy too. My scholarship covered most all my college fees and my parents paid for the rest. Not a bad set up.

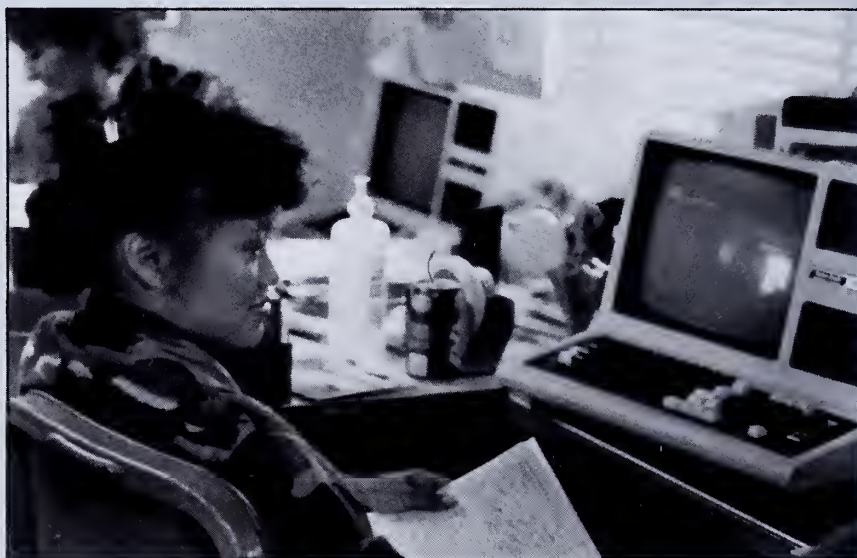
Unfortunately, I enjoyed college life a little too much. When my grades reflected that, my parents decided my frequent partying, food binges and shopping sprees had to come to a halt.

"Get a job," they said. No problem, right? Wrong! I had never had a job—I never even had to look for one before! So I went on a job search.

The news wasn't good. Same old thing, "If you don't have any experience, there's not a wide job market available to you."

What now, I thought? My parents wondered the same thing. "Sonya, you have to do something," my dad often told me and sometimes not in a nice tone of voice.

My parents had mentioned the military before, but I just blew the suggestion off as soon as it was men-



PFC Sonya Hill

tioned. I also thought there's no place in the military for women.

The end of the road was near. I finally decided to see a recruiter. Arrival of my grades from my last college semester did contribute to the decision somewhat.) I was scared to death! When I walked in the Army recruiting station, the words, "I'm interested in joining the Army," refused to come out of my mouth.

I still remember my recruiter. His name is SSgt. Gregory Bishop from the Russellville, Okla., recruiting station.

SSgt. Bishop wasn't pushy. He was honest and understanding. To this day, I believe he gave me the story straight. So I signed up and a year later, here I am, a journalist for the Army.

Before I joined, the Army meant

guns, tanks, and helicopters. I was unfamiliar with these things and, honestly, had no burning desire to explore them further. But I know I've done things that most of my friends never will and I've actually had fun doing them.

And most the people I've met in the Army, like myself, want the GI Bill benefits and famous job experience!

There are some aspects of the Army I could probably live without—getting up before the sun and PT, to name a few. Although, on second thought, I do like to stay in shape.

These things I can live with for a couple more years. I figure when I get out of the Army, I'll have four years of valuable job experience, maturity, and independence. I now know that enlisting was the right decision. □

Recruiting Lingo

Pseudo AFQT:Used to determine the predicted AFQT. Is calculated by the following formula:general science (GS) plus mathematical knowledge (MK) plus coding speed (CS) divided by 5.

Recruiting First Sergeant:Recruiter assigned to a position designated on the TDA as first sergeant of a recruiting company. Second in command (usually an E-8) of the company.

Unfulfilled Enlistment:This en-

listment occurs when a qualified applicant is properly enlisted, but who, through no fault of his or her own, cannot receive his or her original option or guarantee. Can also occur when the Army cannot honor an enlistment guarantee or promise, made in writing or verbally by a recruiting official, providing the communication of such guarantee or promise can be verified.

US Public Health Service (USPHS):An agency within the

US Department of Health, Education, and Welfare which has a commissioned corps who are classified as members of the Uniformed Services.

Verification Retest:A retest administered when there is reasonable evidence to believe a prospect's production test scores are suspect.

(The preceding definitions were derived from USAREC Pam 310-3, Terminology and Definitions.) □

Army Travelers to Charge Expenses

Many Army travelers will soon be using Uncle Sam's own Diners Club credit cards to charge their expenses.

After examining the results of their six-month test of the Citicorp card, officials at the Finance and Accounting Center at Fort Benjamin Harrison, Ind., have recommended that the credit card program be implemented Army-wide this fall.

This is the first time a branch of the United States military has used a credit card to defer travel expenses payments.

Soldiers with the rank of sergeant first class and above and Army civilians GS-11 and above who average two or more business trips a year will be required to use the Diners Club card. They will be allowed an advance of up to 40 percent of allowed expenses and will be able to charge reimbursable travel costs anywhere a regular Diners Club card is accepted.

Lower ranking soldiers and civilians will have the option of using the card with only a 40 percent advance or continuing with the present system.

Those traveling without the card will still receive up to 80 percent of travel expenses in advance and pay for other reimbursable expenses out-of-pocket.

When travelers go to small towns and other areas where the card may not be accepted, they will be advanced up to 80 percent of per diem costs even if they have been issued a card.

Cardholders will receive bills for their charges, just as they would for any charge card, and it is up to them to pay the bills within 30 days. Delinquent accounts will be taken care of by installation program managers.

It is predicted that, because the maximum amount of money advanced is only half as much with the credit card, very few travelers will owe the government money after their travel is completed.

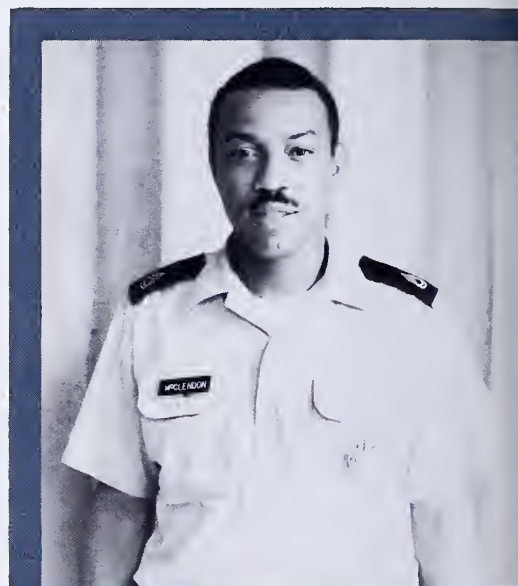
During the test there was a 44 percent reduction in the number of travelers who owed the government money after completing travel. An annual savings of more than \$2 million is expected once the program is fully implemented. Other expected benefits include cash management security and \$150,000 personal travel accident insurance provided by Citicorp.

Citicorp will not charge interest or membership fees, and there will be no credit limits unless they are imposed by the government for specific individuals who have abused the card. □

Ask A Gold Badge Recruiter...

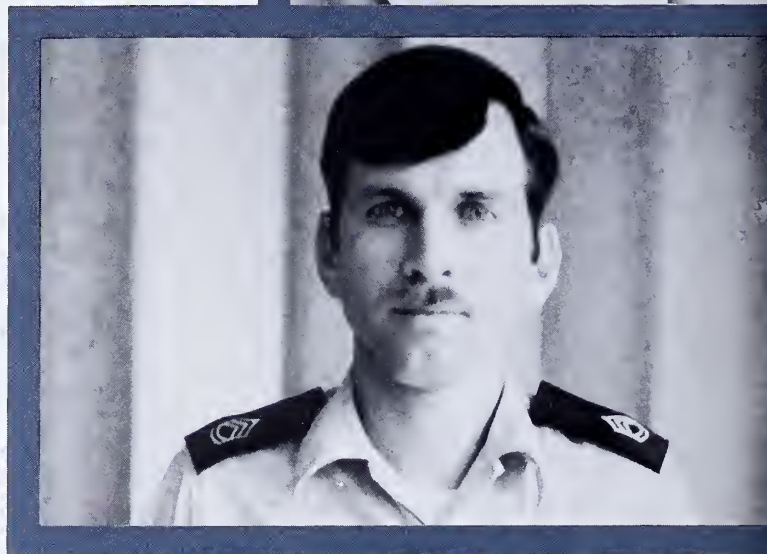
SFC Robert A. McClendon Station Commander, Chicago recruiting battalion

"Any person who says 'no' before hearing the facts may have something else on their mind. If they listen to the program and ask lots of questions they probably can be sold. When a person continually says 'no' after hearing all the facts, I move on" □



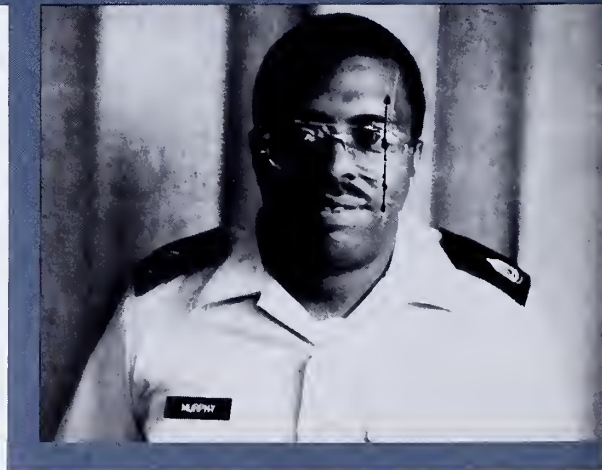
SFC Joseph A. Marck Battalion operations, Sacramento recruiting battalion

"There is a point or reason that a prospect has contacted you. I keep up a continuous effort to find it. I never give up but there is always a time to move on." □



SFC Joseph A. Murphy Station Commander, Cleveland recruiting battalion

"Usually the prospect will give you little signs like, 'contact me at a later date' or, sometimes, peer pressure is involved. Once I get at least three to seven no's from the prospect — either face-to-face or by telephone — I know it's time to move on." □



“How do you know when a prospect can still be sold even if he says ‘not interested’? When do you give up and move on?”



SFC Charles F. Van Dam Jr.
Station Commander,
Detroit recruiting battalion

“When the prospect can prove to himself, beyond a shadow of a doubt that he can’t use even one single Army program, and can’t find a single positive aspect of the United States Army. I give it up and move on when the applicant no longer makes sense, even to himself.” □



Sgt. Anthony Q. Jones
Guidance Counselor,
Pittsburgh recruiting battalion

“As long as the individual continues to listen to what I have to say and give that indication that there is some possibility. I give up and move on when he just gets up and says ‘Sarge, I have to go now, I am just not interested in the Army, period.’ ” □



A tremendous success!
Two-year contract
goal exceeded
by 30%.

Capt. John T. McBrayer
HQ USAREC

Congratulations!

Operation Bold Bridge was a resounding success!

Given the mission of bridging the gap that normally occurs during the months of March, April and May, the professional field recruiters and leaders of the Recruiting Command delivered more than 3,000 additional GSA two, three and four-year contracts over fiscal year 1985's production level.

The key to the success was the expansion of the two-year market. The operational goal was to write 4,200 GSA two-year contracts during the three-month period while maintaining the same rate of three and four-year contracting. Not an easy task, but the recruiting force accomplished the mission and the Command exceeded its GSA two-year goal by 30 percent, writing 5,476 contracts.

"Enlist the best of the best." That was the underlying goal of the operation. The two-year offer was designed to attract the highest quality college-bound students to the Army. Ten

Deputy Chief of Staff for Personnel bonus points were awarded for test category I and II enlistments during the operation. Recruiters achieving 60 points will receive an autographed photograph from the DCSPER.

We salute SSgt. Charles Tomberlin of the Carson City recruiting station, Chico recruiting company, Sacramento recruiting battalion, who led the 208 award winners by writing 12 TSC I and II contracts — a fantastic achievement.

The bottom line? Production in TSC I and II was greatly increased over FY85 levels as shown in the accompanying chart.

During this operation, two impor-

tant myths were dispelled. First, the idea that additional two-year sales would cannibalize three and four-year production was proven to have no substance. During the Bold Bridge operation, the increase of high quality contracts over fiscal year 1986 was in two-year sales, while three and four-year sales remained virtually constant.

Second, it was also shown that term of service is an option that recruiters, as well as guidance counselors, can use. The two-year sales program has shown that the term of service is a valuable recruiter tool to attract the college-bound market. The 53 percent increase in Army Col-

lege Fund enlistees proved this.

Based on this year's tremendous success, Bold Bridge '87 has been scheduled to take place during the months of January through April.

You are encouraged to send any comments concerning Bold Bridge (successes, failures, what did or did not work, questions, ideas, etc.) to:

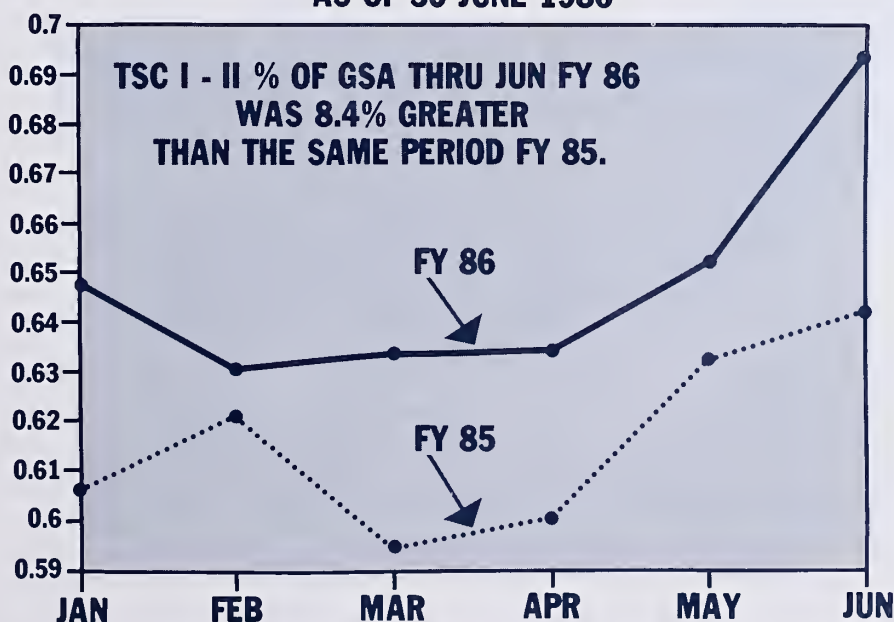
Headquarters, USAREC
ATTN: USARCRO-E-A
Fort Sheridan, IL 60037-6000.

□

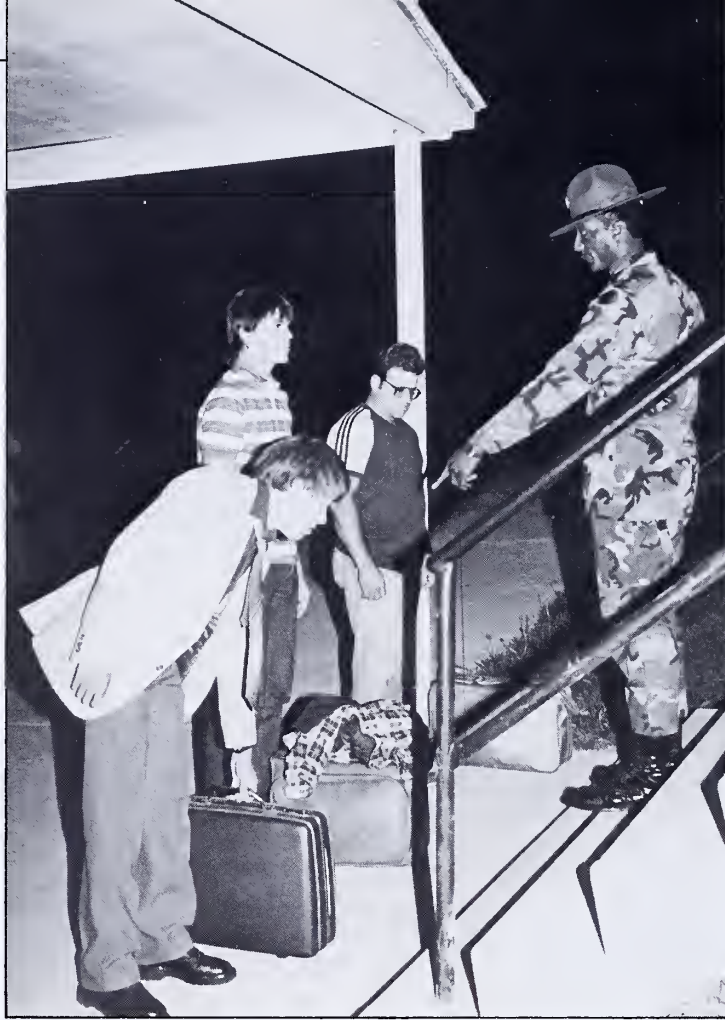
Capt. McBrayer is a member of the Recruiting Operations Directorate, Enlisted Division, Analysis Branch.

GS TSC I & II PERCENT OF GSA

AS OF 30 JUNE 1986



**QUALITY DENSITY HAS INCREASED:
MORE TSC I & II WITHIN GSA.**



Reception Station

*Your Army career begins
with three days of hectic
activities. Each day brings
new challenges to the new soldier.*

*Capt. Peter A. Amico
Capt. M.L. Greenburg, Jr.
Fort Sill, Okla.*

Welcome to the United States Army!

Welcome to the Field Artillery!

Welcome to the Reception Station!

That's the message received by thousands of novice Redlegs as they begin the first step in the dramatic transformation from civilian to artilleryman.

The organization charged with guiding potential gunners through the initial days of this rite of passage is Fort Sill's reception battalion with a cadre of seven officers, 82 enlisted and 22 civilians.

The reception station personnel greet the new soldier as he gets off the plane at Lawton Airport and quickly move him to the reception station's initial receiving point. The IRP is open 24-hours a day, seven days a week, 365 days a year.

At the IRP, the first order of business is to sign in and receive a line number which he must remember. In fact, the cadre will refer to the novice by line number for the 72 hours he is in the station. It's no accident that many "old" soldiers still remember their line number.

Several briefings occur, soldiers complete forms, and the cadre display contraband items. Each new soldier receives towels and under-clothing.

Once the initial IRP processing is finished, the soldiers move to a processing platoon. There, a veteran drill sergeant who has spent two years "on the trail" in a training unit controls the flow of processing. Aided by two other NCOs, the drill sergeant conducts training on basic drill and ceremonies, rank identification, phonetic alphabet, general orders and military time. The drill sergeant also takes his charges to the dining facility for a meal and then shows them their living area. Although the bunks are already made for the new soldiers, each soldier learns how to make one during his stay. In fact, he will make up a bunk for a soldier arriving the next day.

Life at IRP now yields to three days of hectic activity. Each day brings new challenges to the new soldiers.

DAY 1

Day one processing begins at 0400 hours with wake-up and breakfast. At 0530, medical processing begins. This step includes shots, tuberculin tests, eye exams, eyeglass fittings and dental x-rays.

The new soldier gets his first Army haircut. The barbers are quick and sure. They can cut even the longest hair to Army standards in about 35 seconds. This event is much anticipated by the new soldiers.

After medical processing is completed, the new soldiers receive a briefing on the finance system, to include JUMPS, creation of allotments, BAQ entitlements, responsibilities to dependents, and the GI Bill and Army College Fund. Each soldier also receives a partial pay of \$90 to purchase several items necessary for basic training.

After lunch, each soldier receives fatigue uniforms complete with appropriate patches for COHORT, unit of choice, or Reserve Component designs. Boot issue is especially important. Ill-fitting boots can cause serious problems in basic training.

The major event is the physical fitness assessment. There, each soldier undergoes a pushup test. If he fails to do a prescribed number, he may be identified to the station's Fitness Training Unit for special physical preparation.

After supper on Day 1, the soldiers go to the PX to purchase necessary items, and receive various classes on military topics. Lights out is at 2000.

DAY 2

Wake up comes again at 0400 hours. After breakfast, all non-13B soldiers take a basic skills education program diagnostic test geared to the 5th grade reading level. If a soldier fails, he will participate in the basic skills education program during his advanced individual training. Soldiers in MOS 13E, 31V, 82C, and 93F also receive a specialized math

test. As with the general test, those who fail will take part in BSEP during AIT.

Each soldier then takes a 40 question motivational test. The leaders of the Fitness Training Unit use the results in conjunction with the pushup test and interviews to deter-



mine whether a soldier should participate in the unit's program.

The bulk of Day 2 involves financial and personal affairs in-processing. At the finance branch, the soldier gets a finance record, accepts or declines the GI Bill, and takes out allotments. The personal affairs division, creates a personnel file for each soldier and enters appropriate information into the Army data base.

Identification cards are also made and a photograph with the American flag in the background is taken of each soldier. This picture and an accompanying letter from the commander of the training center go to

(continued)

*Soldiers learn
the correct way
to do push-ups.*

the soldier's parent or spouse.

Included with the letter are a fact sheet about Fort Sill and copies of DA Form 1172 (request for ID card) for the soldier's spouse and children.

Liaison NCOs from the Recruiting Command, the National Guard and the Army Reserve assist the personnel affairs personnel in resolving contract disputes and errors, getting copies of missing records and briefing all Reserve Component soldiers. The liaison NCOs also get involved in counseling soldiers during training if necessary.

After supper on Day 2, the soldiers prepare for shipment, which will occur the next day. They make good use of their time calling home, and performing personal hygiene. Lights out comes at 2000 hours and none too soon.

DAY 3

After wake-up on day three, each new soldier takes all his belongings to a central location, helps clean up the barracks, exchanges bedding and makes up his bunk for that day's arrivals. Breakfast is at 0500 hours, and a military justice class follows at 0600. During this class, the soldiers learn various aspects of the Uniform Code of Military Justice to include soldiers' rights, the Article 15 proceedings, and the punitive articles.

After this class, the soldiers go on police call. At 0730 they draw, inventory, and sign for their field equipment. They place their field gear with their other belongings at the shipping point.

At 0930, the soldiers go back to the medical section for more immunizations and to have their TB tine tests read. Should any problems occur with records or uniforms, they will be resolved prior to lunch at 1100 hours.

After eating their final meal at the station, the soldiers receive a briefing by a training center chaplain on post religious activities. At 1300, their transportation arrives, and they come face-to-face with their basic training

drill sergeants. The message they then hear is that "it's only just begun."

A soldier's stay at the reception station is short but busy. His first impression of the Army is one of efficiency and caring. This impression is very important. Soldiers are not dropped for pushups at the station, nor are they placed under the stress they will confront in basic training. A soldier under stress may not answer questions correctly, or may give erroneous information during his

personnel affairs or finance interviews. If he does that, and the error becomes part of the data base, he may spend his entire career trying to correct it.

Despite its administrative mission, the reception station is an important step in the rite of passage that produces field artillery professionals. As the gateway to field artillery, the Fort Sill Reception Station, has taken its motto to heart. "Soldiering Starts Here." □



What to expect when you enter Basic Training

*Mark LaMarche
Fort Leonard Wood PAO*

Every enlisted man has a story to tell about his basic training experience. Many of those stories are born at Fort Leonard Wood.

Each year, the 3rd Basic Training Brigade there trains, graduates and ships approximately 2,400 new soldiers into the Army, according to Lt. Col. Douglas M. Fletcher, the brigade's executive officer.

Unlike other basic training posts, which train both male and female soldiers, Fort Leonard Wood trains only male recruits. A well-known engineer post, the fort is the first stop for soldiers who will eventually learn one of more than 300 military occupational specialties, according to Fletcher.

Only a few of these specialties pertain to the corps of engineers, he said. "When shipment time comes, basic training graduates depart to approx-

imately 45 different military installations for advanced individual training."

Approximately 3,500 graduates remain at Fort Leonard Wood each year for AIT in engineer subjects, he said.

The 3rd Brigade at Fort Leonard Wood is organized into five battalions. There are five companies in each battalion and each company is capable of training up to 250 soldiers per cycle during peacetime. Under

(continued)



Recruits preparing to begin their basic training.

Basic Training

warfare or mobilization conditions, this number would be increased, but the current average is approximately 175 soldiers, he continued.

"Trainee fill loads are often dependent upon the season of the year," Fletcher said. "During the summer 'surge' period, companies are filled to their capacity of 250 soldiers, with a ratio of approximately 35 percent National Guard soldiers, 35 percent Army Reserve, and 30 percent Regular Army.

"Winter cycles usually run an average of 130 to 150 soldiers per company with a ratio of approximately 15 percent National Guard soldiers, 20 percent Army Reserve, and the remainder, Regular Army soldiers."

The basic training cycle consists of eight weeks of training for new recruits. The training is conducted in three phases.

Phase I (weeks one and two) consists of basic soldiering, personal organization, and discipline. Phase II (weeks three through five) includes basic rifle marksmanship. Phase III (weeks six through eight) consists of individual tactical training.

In some cases, basic and AIT schooling are done in the same unit here. AIT is where soldiers learn the basic skills required of their military occupational specialties. This combined training is known as One Station Unit Training.

New recruits may find that some of their drill sergeants and AIT instructors are members of the Army



Pvt. 2 Joseph Aiello looks to his drill sergeant, Sgt. Carl Hillman Jr., for guidance in M-16 cleaning during basic training at Fort Leonard Wood, Mo.

Reserve. These Reservists are practicing their mobilization mission. The 98th Division (Training) headquartered in Rochester, NY, would mobilize here to take on the training mission in wartime.

"Basic training graduates are prepared physically, mentally, and morally for the advanced rigors of additional military training. Whether they

go immediately to AIT and active service or back to Reserve Component units to be shipped at a later date for AIT, no distinction is noticeable between components," said Fletcher.

"Indeed, the One-Army concept is never so apparent as inside a basic training company at Fort Leonard Wood." □

One Station Unit Training



*Spec. 4 Joan Paine
Fort Sill, Okla.*

Teamwork is only a word to most recruits when they begin their Army training. But by the end of 13 weeks of one station unit training, teamwork has acquired a whole new significance for these new soldiers.

OSUT brings young soldiers together to undergo combined basic and advanced individual training.

Virtually every OSUT graduate would agree with Maj. Donald K. Baldrige, executive officer for the 1st Cannon Training Battalion at Fort Sill, Okla., that the benefits of blending the training of "enhanced teamwork and cohesion is generated by being in the same unit from start to finish.

"Of course, the Army saves because soldiers don't transfer to a different post after basic training, but the real bonus from OSUT is better training," said Baldrige.

Fort Sill's 1st, 2nd, and 3rd Cannon Training Battalions handle OSUT for all the Army's 13 Bravos, the common label for the cannoneer.

Having soldiers for 13 weeks gives a drill sergeant more time to refine new skills. During OSUT, soldiers work as part of a team. They live and work together day and night learning how to operate self-propelled and towed howitzers that are capable of firing lethal projectiles miles down-range.

Pvt. 1 Jeffery E. Feldmann, a recent graduate of OSUT in the 1st Battalion, believes it's a real advantage to have the same instructors for the entire initial training cycle. Soldiers "don't have to readjust to another fort or instructor between basic and advanced individual training," he said.

There is an old saying that the Army turns a boy into a man. The OSUT experience taught cannoneer

Pvt. 1 Paul E. Schrecengost "discipline and a lot of respect."

Some trainees coming into the Army expect harsh training and unyielding trainers; but what they find is a total surprise. "We had more privileges than we thought we would have, like passes for the post exchange," said Pvt. 1 Randy P. Hughes, cannoneer.

"I didn't expect the drill sergeants to be as understanding as they were about personal matters."

Drill sergeants are charged with the duty of molding 150 individuals into one working unit. They train their soldiers to demanding standards, but they do so with care and surprising patience.

"Teamwork helped us through the training," said Hughes. "It pulled the platoon together and made it easier for the battery to train as a whole."

□

Drill

They turn

*Capt. John Barnes
TRADOC PAO*



A recruiter and a drill sergeant are pretty much like the chicken and the egg. They've both been around a long, long time—and it doesn't really make any difference which one came first. But they're both basic to the Army and one couldn't exist without the other.

Service-oriented movies have had a major role in shaping the average citizen's opinion of the Army drill sergeant.

"Drop and give me 10," says the tough-talking cinema drill sergeant. "You're not working today. You'd better get back to doing what you're told to be doing."

Movies like "An Officer and a Gentleman" portray the drill sergeant as a tough, uncompromising and demanding individual who is totally dedicated to either training or breaking a trainee. Perhaps a little too dedicated to the latter.

While the movies are entertaining, they don't really provide an accurate portrayal of their real-life models. It's true — Army drill sergeants are

Sergeants:

civilians into soldiers.

tough, uncompromising, and demanding. But they are judged on how effectively they get the trainees assigned to them to achieve their full potential. The "breaking" of a trainee by a drill sergeant is considered anything but successful and proper instruction.

IMPORTANCE RECOGNIZED

Remember your first day in the Army? Probably the first honest-to-gosh soldier you remember was your drill sergeant.

To the new trainee, the sergeant in the round brown felt hat is a very imposing figure, indeed. In fact, to the new recruit the drill sergeant is the Army.

The soldier's entire outlook on the Army as well as his motivation hinges largely on the effectiveness of the individual under the "round brown." And the drill sergeant's importance to the Army has been recognized by the entire chain of command.

Drill sergeants are highly motivated and trained soldiers from virtually all branches of the Army. Currently, there are approximately 4,000 drill sergeants in the Regular Army. Of these, about 240 are women. Approximately 5,000 drill sergeants

serve in the Army Reserve.

WHERE THEY COME FROM

The Army's mandated strength is approximately 780,000 active duty soldiers. Drill sergeants on active duty represent a half of one percent of that number.

While the Army is authorized to have 4,107 drill sergeants on active duty, constant turbulence caused by transfers, retirements, and school attrition means that number is rarely reached. The drill sergeant school is tough both physically and mentally demanding. In FY84, only 80 percent of the candidates reporting for the schools graduated.

Most drill sergeants come from the combat arms specialties, reflecting the structure of the Army. Of the authorized 4,107 drill sergeant slots, 2,860 are reserved for the combat arms. In addition, combat support specialties have 795 slots and combat service support specialties have 452 slots. Approximately 35 percent of the drill sergeants are volunteers.

Drill sergeants are spread among the different ranks based on experience, with the vast majority of drill sergeants coming from the grades of staff sergeant and sergeant first class.

The Army program allows for a two-year drill sergeant tour, with a possible one-year extension.

NOT AN EASY JOB

An assignment as a drill sergeant is not something to be taken lightly. When in cycle, most drill sergeants spend more than 14 hours a day with their trainees — and this is for seven days a week. Turning a civilian into a soldier is not something that just happens.

That's why the standards for selection as a drill sergeant are remarkably high. All candidates must meet the following requirements:

- display good military bearing.
- no speech impediment.
- no record of emotional instability.
- 2 high school graduate, or have a GED certificate.
- demonstrated leadership ability on previous tours of duty.
- no record of disciplinary action or lost time during current enlistment or last three years, whichever is greater.
- demonstrated he/she can perform in positions of increasing responsibility as a senior NCO.
- placed consistently in the upper one-half of his/her peer group as

(continued on page 29)

Test program in final stages



*Decision due on affiliation of our
recruiters with 85th Reserve Division.*

The concept of affiliating OOR/OOE career recruiters with selected USAR training units was developed in October, 1985 by Brig. Gen. T.P. Carney when he was USAREC's deputy commanding general-west.

Since then, this concept has been developed into a program which is being tested by USAREC. Basically, affiliated recruiters train with designated Reserve training units. This includes a two-week summer camp.

When mobilization is declared, the affiliated recruiters will be an asset of these Reserve units.

SHORTAGES CUT

One benefit of this plan is that it gives recruiters the opportunity to train in their secondary MOSs, or "basic soldier skills." (These are often referred to as the "go to war" MOSs.) Another benefit may prove to be a reduction of the chronic drill sergeant personnel shortages in USAR training units. These shortages are especially common in the ranks of sergeant through sergeant first class.

Carney introduced his concept at the USAR commander's conference in October 1985. Maj. Gen. Angelo D. Juarez, commander of the 85th Div (TNG), agreed to join USAREC in testing this concept.

In a letter to Carney, Juarez said, "It seems to me that your idea for this program maximizes use of our most precious asset, people."

Juarez also provided Carney with a "wish list" of 145 vacancies —

broken out by grade and secondary MOS — which USAREC could use as a guide for affiliating career recruiters.

TEST RULES SET

The two generals established the basic parameters of the test:

1. Based on a review of secondary MOS data on the command's data base, USAREC would affiliate 56 career recruiters with needed combat arm MOSs and 13 recruiters with a combat support/combat service support MOS to the 85th Training Division.

2. These 69 recruiters would be given battalion-level assignments with 85th Division units, and would attend their two-week annual training.

3. If the position with the training unit required a trained drill sergeant, the newly-affiliated recruiter would be a qualified drill sergeant. Those who are not will be sent to drill sergeant school.

4. Headquarters, USAREC Recruiting Operations is designated as proponent for the test, with Personnel and Administration providing the administrative support.

NCOs IDENTIFIED

The program was announced by EMS on November 14, 1985. Each recruiting battalion was instructed to identify one volunteer/nominee, in pay grades E-5 through E-7, with a secondary MOS of 19D (Cavalry Scout) or 19E (M48-M60 Armor Crew member.)

Battalions that had no armor volunteer/nominee were required to submit an 11B instructor nominee.

In addition, 4th Recruiting Brigade had to identify 13 NCOs with specific combat support/combat service support MOSs.

Twenty of the 19D and 19E nominee/volunteers were not qualified as drill sergeants. They attended the drill sergeant school at Fort Dix, Fort Leonard Wood or Fort Knox. Drill sergeant school will greatly benefit the career development of these recruiters. They can earn up to 27 promotion points for completing the course and being awarded the drill sergeant skill identifier.

1,100 RECRUITERS MAY BE AFFECTED

The affiliated recruiters have finished up their annual training with their units at five separate installations: Fort Knox, Fort Riley, Fort Bliss, Fort McCoy and Fort McClellan.

When all the after-action reports have been submitted and analyzed, the USAREC staff will submit a recommendation to the commanding general. If he decides to adopt the program in full, it could involve 800 to 1,100 recruiters and 14 USAR training units.

The staff recommendations are to go to the command group in late August. A decision is expected shortly thereafter.

The *Recruiter Journal* will keep you informed. □

ROTC Recruiting

*Maj. Daniel F. Grigson
ROTC, Temple University*

Shortly after becoming the Army ROTC enrollment officer for Temple University in Philadelphia, I met two of the local recruiters. "What can you do for me?" I asked. The question was offered half jokingly, however it was apparently indicative of a widespread attitude ROTC enrollment types have about recruiters.

Fortunately the recruiter squared me away, "No, sir," he said, "It is what can we do for each other."

This was my first block of instruction from the recruiting pros and the education continues!

The sergeant explained that on several occasions she had referred students to the ROTC office but had never received anything in return. I was amazed after referring two outstanding students to the recruiting station in the following week that my office became a revolving door of applicants from the recruiter.

The lesson was apparent. Recruiters know the high school market. They simply want back those students who got away and went to college temporarily.

Effective April 1, USAREC began a test program of referring top-quality high school students to ROTC. A memorandum of understanding between USAREC and ROTC and a letter of instruction with specific "how tos" is now in existence for selected recruiting battalions. Regardless of the outcome of this specific program, there are useful benefits to be derived from a close liaison between the recruiter and the enrollment officer. By understanding more about the enrollment officer and his function, the recruiter can successfully tap into a source of high quality students.

*Recruiters and ROTC
work together to get
quality high school
students as soldiers
and leaders.*

Who is the enrollment officer? He is an officer assigned to an ROTC detachment for the purpose of recruiting, retaining and training ROTC cadets. The officer has graduated from his officer advanced course and has commanded a company. The officer has attended a two-week recruiting officers' orientation course at Fort Benjamin Harrison, Ind., where he learned "everything he needs to know about recruiting."

The result is normally a top-quality officer who knows about the Army, soldiers and being a college student. The officer knows how to lead, follow and explain the basics of Army ROTC. Only after a year or more of dealing with the appropriate regulations and myriad of options available in ROTC does the enrollment officer become anywhere near expert in the program.

The officer is a professional thrown into the recruiting business normally on a part-time basis. He has limited training, limited assets and simply does not have the time to work a high school like the recruiter. Once or twice a year at best is all an enrollment officer can hope to visit a high school.

Within the past year, enrollment officers have been given specific missions for recruiting in high schools. Additionally, ROTC Goldminer teams have been organized nationwide with a primary mission of recruiting in high schools. Let there be no mistake that ROTC is serious about expanding the base of college freshmen in the program by aggressive recruiting in the high schools. Mutual referrals and coordination have resulted in many cases—conflicts have arisen in others between recruiters and enrollment officers.

The ROTC detachment receives hundreds of high school leads in a

year's time and only a handful will be recruited, retained and commissioned as Army officers. Broadening the base of ROTC is critical for obtaining those commissions years from now. Just like the recruiter, the enrollment officer is assigned a production mission. If the mission is not met, severe career implications may result. Unlike the recruiter, his mission is based upon numbers of people who will be commissioned two, three or four years out. The enrollment officer has been directed to recruit top-quality high school seniors for commissioning four years later. Presum-

an Army ROTC program, at least there is a "Green Suiter" tracking the individual. Bottom line is that there is no competition between the recruiter and the enrollment officer. Rather, a system exists to get quality high school students as soldiers and leaders. Formalized programs are nice and have their place. However, reasonable people working for their mutual benefit certainly makes sense.

The ROTC detachment must be educated into the recruiting business. On campus, ROTC is the Army. The cadre daily answer questions about all aspects of Army opportunities.

There is no competition between the recruiter and the enrollment officer.

ably, this is where the conflict with recruiters arises.

Consider the following scenario:

a. An outstanding high school senior has his mind made up to go to college. After working the individual, the recruiter refers the student to ROTC at the appropriate university.

b. The student arrives at the university and has the intellectual ability to do well, yet flunks out after one or two semesters.

c. Since the student was enrolled in ROTC there was obviously some thought of a military career. The student is referred back to the recruiter and the Army still gets a high-quality soldier. This twist on the delayed entry program could be played hundreds of times each year.

Thousands of freshman leave college each year. These students may or may not stumble back into a recruiting station. Yet, if the individual is in

The recruiter must ensure that he gets top-quality referrals from campus from the daily questions received in the detachment.

The enrollment officer needs the assistance of the recruiter. In many cases, he simply doesn't realize it! Recruiting for ROTC should not be an additional requirement for a station commander. Rather, it should be a routine part of daily business. It can become routine when recruiters and ROTC work together.

In the high school, the enrollment officer is on recruiter turf. This is where the recruiter must help ROTC. The pros in the Recruiting Command can educate the enrollment officer by starting with a simple question: "How can we help each other?"

□

Maj. Daniel F. Grigson is the chief enrollment officer, department of military service, at Temple University in Philadelphia, Penn.



Field file

Scholar-athlete joins the Army

Michele Beck, scholar, athlete and musician, chose the Army as a means of continuing her dream of becoming a professional musician.

A 1986 graduate of Appleton City High School in Missouri, Beck (right) maintained a 3.7 grade point average in high school, lettered in several sport programs and was her school's 1986 Scholar/Athlete award winner.

I had to make a decision when I graduated from high school, Beck said. "I could have gone to college where I probably would have majored in business or advanced my career in music."

Beck, a clarinet player for the last eight years, dreams of playing in a concert orchestra some day.

"I love playing music," she said. "When my recruiter, SSgt. Daniel Shaff, approached me about becoming an Army musician, it seemed like a good idea."

"The School of Music offers me the opportunity to get some great training and although I will initially be assigned to the band at Fort Leonard Wood, Mo., before I get out of the Army, I would like to be able to play music with the Army Band or the Army Field Band."



Elmer Tate, Kansas City Recruiting Battalion



SSgt. Anthony Booker (left to right), Mrs. Paul Nielsen, SFC Nielsen and Maj. Gen. Allen K. Ono.

"Never let it be said USAREC is not flexible!"

Let's face it--award ceremonies are boring. Except for the person who is getting the award, of course, the whole thing is pretty dry stuff.

But when the highest award the Command has to offer, the recruiter ring, was presented by Maj. Gen. Allen K. Ono at the Albany battalion recently, it was standing room only. Two fine soldiers, SFC Paul Nielsen and SSgt. Anthony Booker, were honored.

The fun began when neither ring fit. One ring was too large and the other too small. The general stayed cool. "Let's switch the rings and see if that works," said Ono. It did.

"Never let it be said that USAREC is not flexible!" said Ono.

Albany Recruiting Battalion

Double credit for recruiting mother and son

In August, Anthony Baldwin, 18, reported to the Army to begin a two-year enlistment and in September his mother, Mrs. Sheila Wayland, 34, begins a four-year Army enlistment.

When Sgt. Stanley Smith of the South Hills recruiting station initially contacted Mrs. Wayland, she discouraged him from talking to her son, Anthony.

"I was sure it was a waste of time," she confessed. But after she heard Smith's convincing discussion about the Army, she, too, became interested.

She later admitted that the Army's "Be All You Can Be" theme on radio and TV had worked on her subconscious.

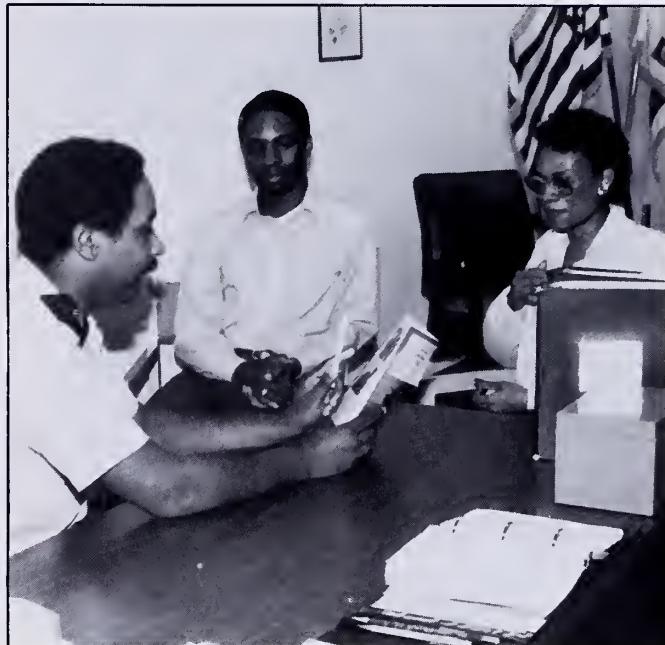
"Job security and college education benefits attracted me to the Army," said Anthony.

"Anthony and I have done so many things together—singing in the church choir, working for the Postal Service, and being together in the catering business," Sheila said. "I shouldn't have been surprised when we decided to enlist in the Army together."

Of the seven children in her family, she says, "I'll be the sixth one to serve in the Army." A nephew recently enlisted in the Army too.

"I'm looking forward to undertaking a new job paying a \$6,000 cash bonus for enlisting as an air defense specialist, a steady income, and discovering a new career," Sheila said.

Anthony enjoys the idea that after he has completed his two-year enlistment as a personnel administration



specialist he'll have \$17,000 in GI Bill and Army College Funds to use for college. He plans to eventually pursue a bachelor's degree in business administration, get a job with a major corporation, and work his way up the ladder.

Smith said, "I wanted to recruit Anthony. The Army is looking for bright young men like him. But, instead of recruiting one bright soldier, I landed two."

Jim McCarthy, Pittsburgh Recruiting Battalion

Triplets go Army in Alabama

Kerry, Derry and Sherry Hartley are shown receiving the oath of enlistment from Lt. Col. Donald R. Little Jr., commander of the Montgomery recruiting battalion. In the background witnessing the ceremony is Sgt. David Crocket of the Panama City, Fla., recruiting station, who recruited the three from Wewahitchka, Fla.

All were classified as GSA and enlisted for three years. They joined the Army in order to serve their country, to have the opportunity to fly, and to participate in the Army College Fund.

Don Thweatt, Montgomery Recruiting Battalion





Field file



Jackson families enlist for Army Reserve

Several Jackson battalion staff members are improving their Army Reserve numbers by enlisting those who are closest — their relatives.

SFC Luper Boyd Cole Jr., Laurel, Miss., Reserve recruiter, enlisted his son, Capt. Samuel T. Nichols Jr., Reserve operations officer helped recruit his nephew.

Former recruiters add two more to Army ranks

The phrase “still serving” can appropriately be modified to “still recruiting” for the Buck family. Two former successful recruiters with the Montgomery battalion, retired MSgt. Jank A. Buck and his wife, MSgt. Jennie M. Buck, are responsible for the enlistment of their son, James, and their daughter, Edith.

James and Edith enlisted for four years in Electronic Warfare/Signal Intelligence, receiving \$8,000 enlistment bonuses. James chose to also participate in the Army College Fund program and will accumulate \$25,200 for college. James attended basic training at Fort Leonard Wood, Mo., while his sister went to Fort Dix, N.J.

MSgt. Buck, the father, is an ROTC instructor at Carver High School in Montgomery. During his nine

Brian Boyd Cole says his dad’s military career was a big influence on his decision to join the Reserve unit in his hometown, Laurel, Miss.

“The Army was good for my dad, so I think it will be good for me,” said Brian.

“I hope to go to West Point some day and make a career out of the military. By joining the Reserve as a high school junior, I will learn discipline, get my body in shape, gain a little more self-confidence, and earn money for college. You can’t beat that!”

Brian’s mother, Betty Cole, says she is excited that her son is continuing the family tradition and starting another generation in the military. “In 1968, his father enlisted in the same MEPS building in Jackson.”

Nichols’ nephew, Herbert Davon Jupiter, says his uncle played a big part in his decision to join the Reserve. “I believe my uncle is one of the greatest people on earth,” said Jupiter. “I saw what a good person the Army made of him and I decided the service could make me twice as good as I am now!”

Jupiter enlisted for a unit near Mississippi State University, where he intends to attend college. He plans to major in Business Administration, so he picked 75D, Personnel Records Specialist, as an MOS that will complement his college studies.

“I think that my MOS choice will help me out later on when I graduate from college. The job training could give me the edge when I start looking for a job because not only will I have a degree, I will also have some great on-the-job training,” said Jupiter.

Melanie McNutt, Jackson Recruiting Battalion

years on recruiting duty, he earned the Gold Recruiter Badge, Army Commendation Medal and Meritorious Service Medal, and retired in 1981.

MSgt. Buck, the mother, is NCOIC of the ID section at Fort McPherson, Ga. The 16-year veteran also served nine years in the Montgomery battalion as both a WAC counselor and recruiter, earning many honors including Service Member of the Year, the Gold Badge, Recruiter Ring, three Army Commendation Medals and the Meritorious Service Medal. She is also believed to be the first female soldier to earn the Recruiter Ring.

Commenting on their children’s enlistments, the elder Bucks said, “We’re very pleased they decided on Army careers. We’re a proud Army family.”

Don Thweatt, Montgomery Recruiting Battalion

No-quit recruiter runs 100 miles a week!

Every day SSgt. Steven O'Connell (right) of New Haven battalion shows he has what it takes in his dual roles as long-distance runner and top recruiter. O'Connell's four-year passion for running has led him to first-place finishes in several major races, including the Infantry half-marathon held at Fort Benning in January.

"It really breaks up the routine of recruiting," O'Connell said of his lunchtime workouts. "I come back refreshed, especially if I'm having a bad day."

Bad days are few and far between for O'Connell, who was named top recruiter for New Haven battalion and 1st Brigade for FY85. Eleven straight months of mission box accomplishment at 208 percent of assigned mission says this NCO hustles both on and off the track.

Robert Ventresca, New Haven Recruiting Battalion



Ed Coordinator creates counseling aid

Dr. George Roberts, (above), Harrisburg education coordinator, noticed that the ASVAB test wasn't attracting much attention among educators and students and decided it was time to make them notice it.

His solution was the creation of a easy-to-follow counseling chart. The chart serves two main purposes: First, it lets counselors help students select appropriate vocational and technical programs, as determined by their occupational scores on the ASVAB. Second, it

stimulates and directs high school students to the wide range of trade and technical occupations available to them in the Army.

The five-column counseling aid identifies all 96 vocational-technical programs available in the state of Pennsylvania, along with the 168 military specialties listed in the military career guide. Roberts' counseling aid operates by using the percentile scores of the four occupational components on the ASVAB. (Mechanical and Crafts, Business and Clerical, Electronics and Electrical, and Health, Social and Technology.) Those scores not only reflect which vo-tech courses best suit each student, but also which would be their best military specialty and their probable success in that program.

According to Roberts, the chart offers other advantages. For one, it demonstrates the high degree of compatibility between military jobs and civilian occupations. It also lets schools assess curriculum needs and student development in basic skills. Finally, it offers an objective approach to the rank ordering of candidates for available spaces in high-demand programs, such as those in the business, electronics and health fields.

Douglas Garman, Harrisburg Recruiting Battalion



Training Tips

Inquiries regarding Training Tips may be addressed to HQ USAREC, Recruiting Operations Directorate, Training Division. Or phone, Autovon:459-2772 or commercial: (312)926-2772.

SCHOOLS PROGRAM

One of the many tasks a recruiter must master is how to develop a productive schools program which fosters and creates an attitude of willing cooperation among the schools' faculties, students, and parents.

The school recruiting program is a year-round program that begins in July after graduation. By then, the school has had time to recover and begin its planning for the upcoming year. This is the time when most schools finalize their calendar of events for the new school year, and an ideal time to discuss a program with school officials to individualize the school plan you have created for each school. Your school's recruiting program contains several elements which, when used properly, will increase your recruiting productivity.

ESTABLISH RAPPORT

Some school officials remain convinced that the purpose of recruiters visiting their school is to lure their students out of school and put them "in boots." This misconception is easily corrected by educating school personnel about the Army's "stay in school" policy.

Establishing rapport with school officials and students is best accomplished by representing yourself as a professional who is equally concerned that students complete their

education. Explain to them that the Army wants soldiers who possess "stick-to-itiveness." High school graduates are offered better jobs and benefits.

SCHOOL FOLDERS

Maintain up-to-date information, such as names, phone numbers of key officials, influencers, and school activities. These constitute your school profile. This profile is vital when creating your school plan for each school. It's basically the same as pre-approach information on a prospect.

The personality of each school makes the maintenance of data critical. For example, one school may place a premium on its athletic program, another may give prominence to its music program. Your sales abilities should be keyed to the needs and interests within the school. Knowing the school's schedule of activities for the year will help you request external resources and increase production from that school.

LEAD REFINEMENT

Obtaining and refining a constant source of leads is a major recruiting activity. The school market is a prime source. Buyers in general have a tendency to buy the first product pre-

sented to them that meets their needs. Prospects tend to enlist into the service that makes the first contact. One of your jobs, as a recruiter, is to ensure that the Army gets to those prospects first. To accomplish this you must obtain and apply systematic lead refinement of school lists early.

ASVAB TESTING

A good school ASVAB program provides an excellent method for construction of test-qualified school lists. ASVAB testing enables you to contact upper test categories first.

Sell the test to your schools—it can greatly reduce your prospecting workload. Ensure you do your legwork by promoting the ASVAB in schools in which it is mandatory. Otherwise the students, particularly students who are required to take the test, may not perform up to their maximum level.

If you've struck-out and can't get the school to ASVAB, take it to your chain of command for assistance.

STUDENT INFLUENCERS

Class presidents, athletes, editors, and other student influencers can build awareness and interest among the student body about Army opportunities. Influencers are those who

(continued)

Training Tips

(continued)

can sway the opinions of others. They might be cheerleaders, football players, basketball players, yearbook or newspaper editors, or other students whose opinions are respected. Use these student influencers to create inroads with their peers.

AVAILABLE RESOURCES

The Army is more than one recruiter in a school. You have a multitude of talents and skills you can call

upon to assist you in your school recruiting efforts.

Skill clinics, at which Army experts demonstrate their particular expertise to students are always fruitful.

Army demonstration teams such as the Golden Knights parachute team never fail to pay recruiting dividends.

Educator tours will inevitably create a positive perspective among

faculty members. Many educators form opinions of Army life based upon totally incorrect premises. A tour of an Army post frequently will win over hard cases among faculty members.

The ultimate success of a school's recruiting program depends upon your motivation, self-presentation, and the school environment. A good school's program will put you on the road to mission box success. □

Drill Sergeants

(continued from page 19)

demonstrated by MOS evaluation

- serving in pay grades E-5 through E-7, and have a minimum of four years of service.
- must have completed a Primary Leadership Course.
- must not have received an enlistment bonus or reenlistment bonus if primary MOS is not among those authorized as a drill sergeant MOS.
- must be within weight limits per AR 600-9 and have passed the APRT.

THE FINAL TEST

A drill sergeant candidate can expect to train at one of the Army's drill sergeant schools prior to his or her two-year assignment. It is here

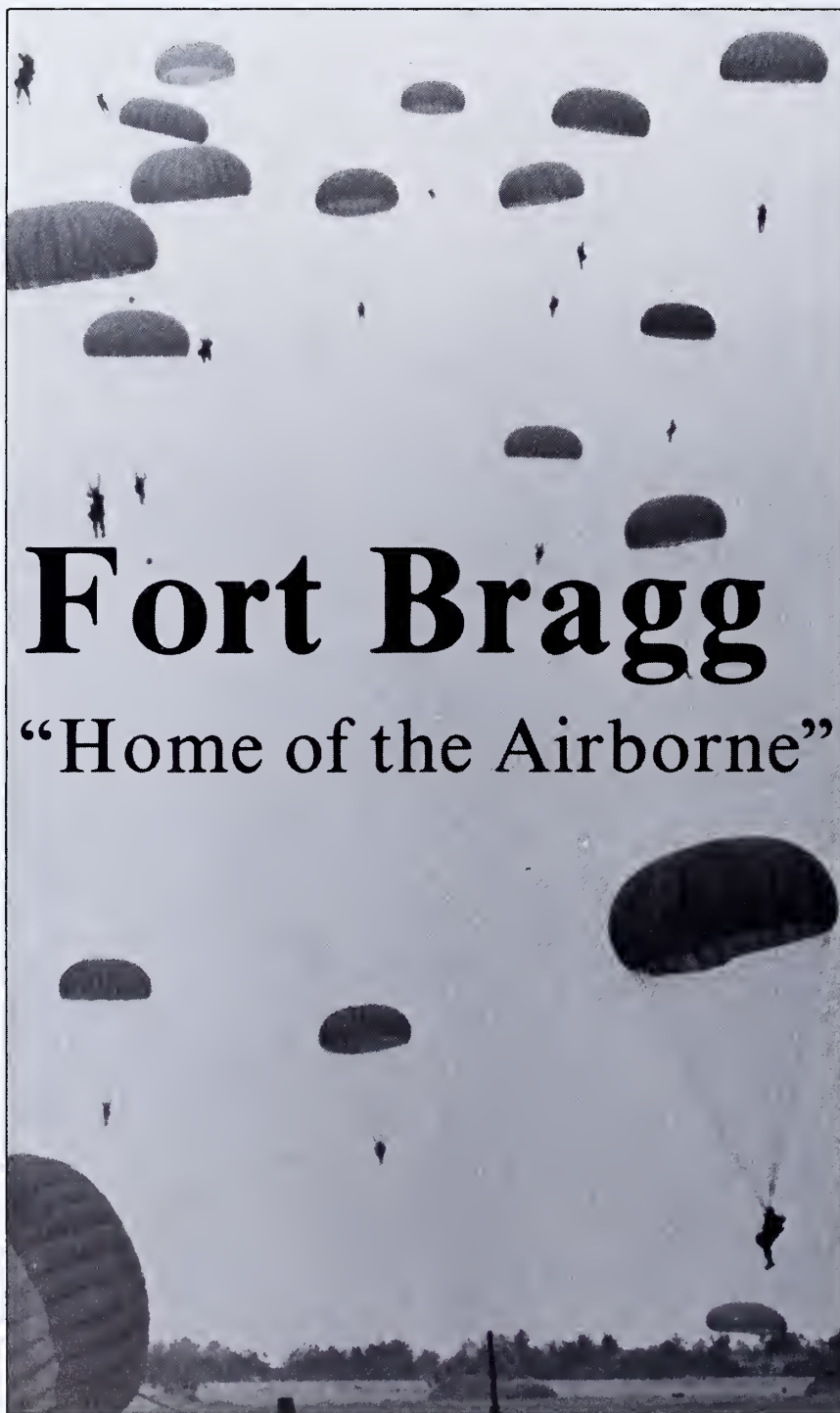
that the candidate's leadership and soldier skills will be tested and refined to ensure the Army has a dynamic and capable trainer in this critical position.

As of this past July 1, the Army instituted an increased special duty pay scale for drill sergeants. The rates are based on the length of time an individual spends in the position of drill sergeant. The following rates apply: 0-6 months, \$110 a month; 7-24 months, \$165 a month.

One of the greatest rewards the drill sergeant receives is that soldiers typically look back on their drill sergeants with respect and admiration. This is true of soldiers separating

from the service after one enlistment, as well as soldiers retiring after 20 years' service. They often consider their drill sergeant to be one of the most professional soldiers they have known.

Serving as a drill sergeant is tough on the individual and his family. There is a temptation to think of it as a thankless position. But drill sergeants should remember that the service they provide the Army cannot be measured with facts and figures. Their worth is reflected in the memories of the countless men who have been trained by them. And their value will surely be tested on countless battlefields of the future. □



Fort Bragg

"Home of the Airborne"

*SP4 Michael Hofbauer
Fort Bragg PAO*

"Stand up! Hook up! Shuffle to the door, jump right out and count to four."

Within seconds after a mighty "GO!" is shouted, dozens of nylon mushrooms quietly and slowly descend to the sandy terrain below. At the very bottom of the mushroom's stem is a soldier, an airborne paratrooper doing the very thing that Fort Bragg soldiers take pride in.

Fort Bragg owns the only airborne corps in America's defense establishment. It is an important element in the Army's ability to be skilled, tough and ready around the clock.

Fort Bragg is the home of the XVIIIth Airborne Corps and most of the corps' subordinate units such as the 82nd Airborne Division and the Dragon Brigade. Other units include the 16th Military Police Brigade, 18th Field Artillery Brigade, 35th Signal Brigade, 525th Military Intelligence Group, 20th Engineer Brigade and the 1st Corps Support Command.

Today, Fort Bragg has a population of about 61,000 and covers approximately 130,000 acres. It ranks as the fifth largest city in North Carolina and, together with adjacent Pope Air Force Base, is one of the largest military complexes in the world.

Seven drop zones on the post provide adequate areas for airborne training missions that take place day and night. During fiscal year 1985, more than 159,500 parachute jumps were executed here.

Two troopers, assigned to the 118th Military Police Company

(Airborne), 16th Military Police Brigade, believe the pride and prestige they get from being airborne qualified and being on Fort Bragg makes all of the difference. Specialists Four Desnak C. Smith and John L. Butts agree that the combination of serving at Fort Bragg and being airborne brings about a certain special chemistry.

"When I first came to Fort Bragg," Butts said, "I saw a sign that said 'Home of the Airborne.' It made me feel good and I felt like I belonged."

Smith said, "The maroon beret that symbolizes airborne soldiers is a symbol of excellence. Whether the beret is maroon, green or black, there is a sense of pride. It represents accomplishment."

Although Fort Bragg is home for most airborne soldiers sometime during their careers, the three-week jump school is taught at Fort Benning, Ga. Some of the students, who may be majors and lieutenant colonels or new recruits out of advanced individual training and basic training, will be sent to Fort Bragg for their permanent assignments.

However, Butts and Smith also agree that it is the feeling from parachuting that makes Fort Bragg worth the years they volunteered for.

"When you step into the aircraft each and every time," Smith said, "there is a sense of nervousness. But when you hear the jump master shout 'Hook up!' and hear the wind roaring outside, everything goes, your adrenaline starts flowing."

The American airborne corps were inspired by the German's success in parachuting during the very early part of World War II. A key individual who helped to launch the airborne program was the late Maj.



On a deployment exercise, troops board an Air Force C-141 aircraft.

Gen. William C. Lee. Lee, who was later referred to as the father of the American airborne forces, was responsible for coordinating and organizing the first parachute test platoon at Fort Benning on June 25, 1940.

Soon after the end of the war, some of the major airborne units were relocated to Fort Bragg and most have stayed and continued to grow with the installation.

Fort Bragg, under the name Camp Bragg, was established as a field artillery site on Sept 4, 1918. It was named after a former artillery officer who was a Confederate Army gen-

eral during the Civil War. The post was renamed Fort Bragg in February 1922 and it spent the next several years establishing itself as a growing military post.

The first parachute jump at Fort Bragg was made on July 4, 1923, from an artillery balloon platform. Fort Bragg would later become the first post to teach soldiers the various techniques of parachuting.

Today, Fort Bragg is a major installation that has highly trained soldiers ready to be immediately deployed anytime and anywhere to uphold and defend America. □



Salutes

Inquiries regarding awards should be directed to the HQ
USAREC Awards Branch, Commercial: (312) 926-3902 or
AUTOVON: 459-3902

RECRUITER RINGS

ATLANTA

SSgt. Kenneth G. Mills

CINCINNATI

SFC Gerald A. Glowka

CONCORD

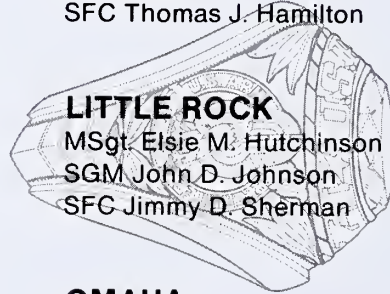
SSgt. David S. Perkins

HONOLULU

SSgt. Steven F. Gebert
SSgt. Sherwood L. Stephens

HOUSTON

SFC Thomas J. Hamilton



LITTLE ROCK

MSgt. Elsie M. Hutchinson
SGM John D. Johnson
SFC Jimmy D. Sherman

OMAHA

SFC Donald D. Courtney

PORTLAND

SSgt. Bruce R. Bandy
SSgt. Dallas R. Brenneise
SFC Mark I. Gerry
SFC Gregory A. Harestad
MSgt. Dennis R. Murphy

SANTA ANA

SFC Patrick C. Gattenby

ST. LOUIS

SFC William Pettys

GOLD BADGES

ALBANY

SSgt. Gary D. Perry
SSgt. Sheila D. Truluck

ALBUQUERQUE

SFC Roberto P. Diaz

ATLANTA

SSgt. Joseph A. Serraes

BECKLEY

SSgt. James C. Lawrence
SFC Harry M. Ashley
SFC George J. Hernandez

CHICAGO

SSgt. Charles H. Nelson

CLEVELAND

Sgt. Anthony W. Lucas
SSgt. Casper J. Sirakowski

COLUMBUS

SSgt. Donzell Shaw
SSgt. Samuel E. Welch

CONCORD

SFC Thomas L. Blazina
SSgt. Douglas A. Smith

DENVER

SSgt. Lawrence F. Johnston
SFC Curtis R. Rodocker
SSgt. John L. McElroy
SFC Lonnie G. Trammell
SSgt. George J. Sharp
SSgt. Walter R. Collins III
SFC Harvey E. Denton Jr.
SSgt. Jimmy W. Kimbrough

FT MONMOUTH

SSgt. Connie M. Watkins

HARRISBURG

SSgt. Michael J. Herron
SFC Billy R. Loftis
SFC Kenneth H. Dukes

HOUSTON

SSgt. Verna M. Green
SSgt. Lee K. Hulbert
SSgt. Robert E. Gooch
SSgt. Brenda A. Sharp
SSgt. Larry W. Barrett

INDIANAPOLIS

SFC Kenneth O. Short
SFC Derrick A. Clark
SFC Phillip A. Thomas II
SSgt. Richard P. Bess
SSgt. Richard K. Thorpe

JACKSON

SSgt. Ralph T. Williams II
SSgt. Mark A. Marro
SFC Joseph S. Boynick
SSgt. Dean E. Jackson
SFC Michael K. Cryer
SSgt. Charles F. Christian

KANSAS CITY

SFC Albert M. Clark
SFC Bobby D. Clay
SSgt. Roger A. Dupont
Sgt. Daniel E. Hastings
SSgt. Donald R. Nichols

GOLD BADGES Cont.

LITTLE ROCK

SFC Dustin L. Moffett
SFC Howard S. Crow
SSgt. Nicky D. Moss

LONG ISLAND

Mr. Nathaniel Small
SSgt. Leon Lawton
SSgt. Bernard K. Broadnax

LOS ANGELES

SFC Pamela L. Borrás
SSgt. Donald L. Floyd
SSgt. Frank R. Jacoby
SFC Frankie Ramirez
SSgt. Kinlaw Davis
SFC Charles E. Denton
SFC Gabriel Villasenor
SSgt. David A. Murray
SSgt. Hubert W. Allen
SFC Rudolph D. McKinnon

MINNEAPOLIS

SFC Jeffrey N. Gillespie
SSgt. Warren D. Horne
SSgt. Robert Frazier

MONTGOMERY

SSgt. Odessa C. Jefferson
Sgt. Andre E. Sanders
Sgt. David T. Crockett
SFC Curtis A. Haslerig
SSgt. Bobby L. Alsup

NASHVILLE

SFC Murray T. Cox

NEWBURGH

SFC Francis D. Kenyon III
SFC George M. Nicholas

NEW HAVEN

SSgt. Angela S. Hatley

NEW ORLEANS

SSgt. Harvey D. Bryant
SFC Wesley Crutcher

OKLAHOMA CITY

SSgt. Michael G. Dressen
SSgt. Mark E. Morriss
SSgt. Rocky G. Moore
Sgt. Jimmy L. Mercer

OMAHA

SSgt. Chesley G. Johnson

PEORIA

Sgt. Daniel A. Ross
SFC Stephen J. Stone

PHILADELPHIA

Sgt. Elroy W. Johnson
SSgt. Anita Wooldridge
SSgt. Claude E. Anderson
SSgt. Susan J. Loeffler
Sgt. Robert L. Russell Jr.
SSgt. David L. Johnson
SSgt. Robert H. Broadnax

PHOENIX

SSgt. Earnest Lee Jr.

PORTLAND

SSgt. Michael A. West
SFC Patrick G. Koller
SSgt. David E. Price
SSgt. Leroy D. Reinwald
SSgt. Jack G. Huff Jr.
SSgt. Russell G. Schofield
SSgt. Bruce R. Leas
SSgt. Samuel P. Munoz Sr.
Sgt. Daryl R. Jensen

RALEIGH

SSgt. Thomas J. Lipuma

RICHMOND

SFC Gary Preston
SSgt. Roy A. James

SALT LAKE CITY

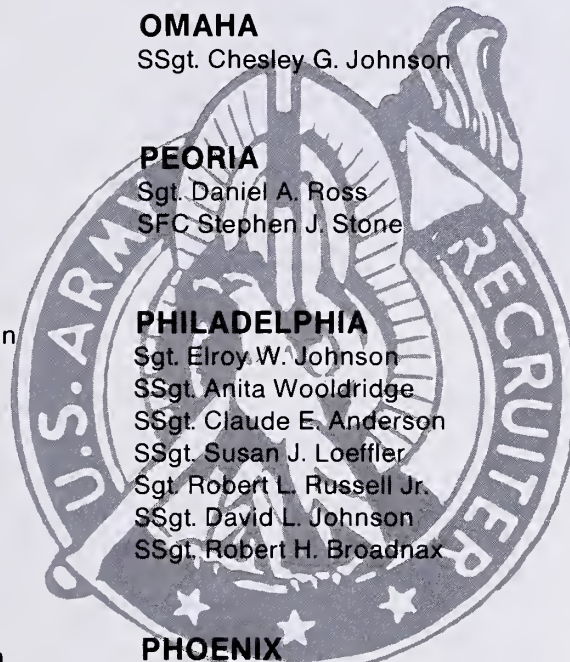
SSgt. George Ellis
SSgt. Thomas L. Vordahl
SFC Gilbert E. Twilley II
SSgt. Danny L. Anderson
SSgt. Rickie C. Bland
SSgt. Roy C. Greene
SSgt. James E. Murphy
SSgt. Mark E. Zeman
SSgt. James E. Cressler

SEATTLE

SSgt. George Holland
SFC Eugene Smith
SFC James L. Burdett
SFC Jerry E. Davis
SFC Charles C. Avant

SYRACUSE

SFC Henry J. Millward Jr.
SSgt. Lee A. Mitchell
SSgt. Frankie G. Torain
SSgt. Steven W. Stewart
SFC Vicki L. Hervey
SFC David E. Mello
SSgt. Harvey D. Offley
SSgt. Larry K. York
SSgt. Clinton R. Carroll
SSgt. Mark W. Burns
SSgt. Timothy R. Randolph
SSgt. Constant P. Dewind
SSgt. Wayne Huling
SFC William M. Helmer
SSgt. Victor E. Cousins
SSgt. John J. Bender Jr.,
SSgt. Reed Avey
SSgt. Victor E. Fontana
SSgt. Roger L. Glor
Sgt. James Kipler
SFC William E. Sullivan
SFC Lealer M. Stallworth





71L:

*Spec. 4 Candy Savage
Fort Jackson PAO*

It began as a field dominated by women, but men are finding that training and experience as administrative specialists is attractive to them also.

Actually, the Army has always had a large need for both male and female 71Ls. Without them, no reassignments would take place, no ID cards issued, no correspondence moved, and no reports completed.

Currently, about 40 percent of the Army's administrative specialists are men. Reasons given by men for choosing this field are varied. Capt. Monica Russell, director of the administration school at Fort Jackson, S.C., says, "Today, males are choosing this military occupation because of the diverse skills that are taught."

PFC Michael K. Smith chose this

field because he was interested in management and finance, and had already earned some college credits in those areas. "I selected this MOS because it will give me the opportunity to increase my knowledge of this field and will be to my advantage when I enroll in college to complete my degree," said Smith.

Pvt. 1 Christopher D. Casteel said, "The versatility of the course will enable me to perform any office function." He agreed that the experience will "benefit me when I attend college later."

After completing basic training, soldiers who have signed up for this MOS go to Fort Jackson for their advanced individual training. The 71L AIT course for the administrative specialist is nine weeks long, during which the soldier is taught basic clerical and office skills.

Soldiers who recently completed this training had some very favorable impressions of the school. "The course is structured in such a way that you can learn no matter what your academic level is," said Smith.

Casteel explained that learning the material wasn't difficult if you paid attention to the instructors who provide the information and guidance needed to successfully complete the work. "The course is taught so that the lessons are easy to learn," said Casteel. According to Casteel, he had had problems learning in high school but was a very successful graduate of the 71L course.

To help the students learn this MOS, the school has received a \$4 million allocation of funds from the Training and Doctrine Command to upgrade its equipment. As a result of this three-year project, the equipment

Administrative Specialist

now being used is on a level equal or superior to that which private industry uses.

The modernization began when the school acquired Swintec electronic typewriters. The Swintec was designed to meet Army specifications and replaced the old manual typewriters.

The Swintecs will be coupled with personal computer displays which will give prospective 71Ls valuable training time on computers.

SFC Herbert L. Thomas, automation NCO for the school, points out another advantage to using the computers is that, "it has been proven that more is learned from a screen. The computer will also allow for a smoother transition for the soldiers when they leave the school for their first permanent party duty stations."

According to school officials, the

school stresses training in work surroundings that are similar to the ones the soldiers will actually find in their future duty stations.

Those duty stations are found at every Army post in every Army office. And 71Ls are not just office-bound "desk jockeys". When units go to the field, so do their administrative specialists. Like all soldiers, they learn and become proficient in common soldier skills such as the firing and maintenance of a weapon, use of gas masks, and camouflage methods.

Just like the Army, civilian companies couldn't function without their administrative specialists. Job openings always exist for people who can perform these skills. Higher pay and faster advancement come to those who already possess this valuable training and experience. □

71L Facts:

GI Bill available.

This MOS is open to men and women.

Approximately 4,150 openings each year. This is considered an entry level MOS. Openings are available in both the Regular Army and Army Reserve components. Course is 9 weeks 3 days long. You must be able to type 15wpm upon entry to this MOS.



71L: Administrative Specialist



Administrative specialists hard at work.